

PERSONNEL/STUDENT AFFAIRS COMMITTEE

AGENDA

April 15, 1999
Eastern Idaho Technical College
Idaho Falls, Idaho

ITEM		PAGE
1.	COMMITTEE ACTION: Minutes of March, 1999 Meeting	1
2.	BOARD ACTION: Routine Agency/Institution Agendas	5
3.	BOARD ACTION: Non-Routine Agency/Institution Agendas	68
4.	BOARD ACTION: Scholarship Awards	70
5.	INFORMATION: FORUM	71

1. **COMMITTEE ACTION:** Minutes of the March, 1999 Meeting

Consensus approval required by committee.

PERSONNEL/STUDENT AFFAIRS COMMITTEE
Unapproved Minutes

March 18-19, 1999
Boise State University
Boise, Idaho

Board Members: Dr. Marilyn Howard (chair)
Dr. Tom Dillon

1. January Minutes were approved by consensus.
2. Routine Institution/Agency Agenda Items

Routine agendas were submitted for the Office of the State Board of Education, Idaho Public Television, the Idaho School for the Deaf and the Blind, the Idaho Division of Vocational Rehabilitation, Boise State University, Eastern Idaho Technical College, Idaho State University, Lewis-Clark State College and the University of Idaho.

Mr. Peter Morrill advised IPTV concluded its annual fund raiser and reached its goal of \$810,000 with a final total of \$825,111.

Dr. Rush said the agreement submitted by the Idaho School for the Deaf and the Blind was a cooperative agreement that exists in the Magic Valley which the ISDB wishes to join.

3. Non-Routine Institution/Agency Items

Non-Routine agendas were submitted for Boise State University, Eastern Idaho Technical College, Lewis-Clark State College and the University of Idaho. Among the Non-routine items discussed were:

Boise State University

Dr. Ruch said the three recommended personnel actions are the result of individuals currently employed as a classified competing for and being hired into exempt positions and are the reflection of BSU's policy of promoting from within the institution.

Eastern Idaho Technical College

Dr. Miles LaRowe said they had gone through an extensive search and were bringing forth five individuals for approval as members the EITC Advisory Council.

Lewis-Clark State College

Dr. James Hottois said the four multi-year athletic contracts being brought forth should have been brought forth in June, but inadvertently were not.

University of Idaho

Dr. Robert Hoover apologized for bringing forth the change request for Dr. Larry Branen after it was placed in effect. He said the change should have been brought to the Board in January, but all required signatures had not been obtained and it was lost in the press of events at that moment in time. Dr. Hoover reviewed Dr. Branen's duties and the circumstances leading to the temporary increase in duties.

Dr. Dillon expressed concern that the rules regarding pre-notification had not been adhered to and asked Dr. Hoover for a recommendation on how the situation should be resolved. Dr. Hoover said he was responsible for not bringing the item to the Board prior to it being placed into effect and suggested a letter of reprimand be placed in his personnel file. Dr. Dillon did not think that was the solution as mistakes are made by everyone, but he was not comfortable just sending it through.

Dr. Dillon thought that it could be dealt with by a notation that this was an exception due to an unintended error and a statement that the pre-notification rule needed to be followed more carefully in the future. He felt the committee should recommend approval due to extenuating circumstances.

Dr. Hoover reviewed the other four University of Idaho non-routine items.

6. FORUM

Presidents:

1. Discussion of Student Fee Increases for Academic Year 1999-2000

Dr. Charles Ruch said the proposed fee increases are published in February and hearings held in March, per Board guidelines. Additionally, the proposed increases are also within Board guidelines. The requests will be brought to the Board in April. He said the concern is that there may be changes to the guidelines partially through the process. Dr. Dillon said he did not anticipate any guideline changes.

2. Budget Recommendation for FY2001

President Meyerhoeffer said this issue will be discussed in the Finance Committee.

3. An Idaho Virtual University

President Meyerhoeffer said they have asked the provosts to make recommendations to the presidents on how to address the implementation of an Idaho Virtual University. He said Governor Kempthorne is aware of the presidents' interest in the concept.

Agency Heads:

Mr. Ron Darcy said the ISDB has been nominated for having an exemplary reading program.

Dr. Mike Rush said the SDVE is developing its five-year plan for the Perkins legislation and that it has been taken to and endorsed by the Workforce Development Council.

Mr. Pat Young reported on:

1. A bill allowing alternative hiring for clients of the IDVR is being written. He said the proposal will allow disabled people to be hired into classified jobs without waiting for the register. The IDVR would put them on the job and give them four months to prove they can do it. The IDVR will monitor them and if they do not succeed, will pull them off the job.
2. The IDVR's state plan has been rewritten to comply with 1998 federal legislation and will be brought to the Board in May.
3. The IDVR is doing a study on the costs of running rehabilitation programs at state correctional facilities similar to the one being run in Boise.
4. The IDVR is sponsoring an employers' seminar in Boise on March 24 which will bring together employers and IDVR clients.
5. The Boise Magazine has an article on the disabled featuring several IDVR clients.

Faculty Presidents:

No items were submitted.

Student Body Presidents:

Mr. Dennis Rice, Mr. Matthew Bott, Mr. Mahmood Sheikh, Mr. Michael Willits and Mr. Nathan Peterson presented to the committee a proposal to establish a standing Student Body Committee to facilitate student input to the Board.

After discussion of the proposal, Dr. Howard and Dr. Dillon felt student concerns could better be addressed by the establishment a student body organization, similar to the Presidents' Council. Dr. Dillon said he and Dr. Howard would get together with the students to determine the organization's structure.

Idaho State University

Mr. Michael Willits introduced Ms. Katy Moffet, Incoming ASISU President and Mr. Brent Leavitt, Incoming Vice President. He also expressed the students' thanks to former Board members Judith Meyer and Carole McWilliam for their work on the Board.

Mr. Willits reported on the ISU Early Learning Center's activities and plans. Dr. Dillon asked that the ASISU president consider doing a full Board presentation on the Early Learning Center.

Other

Concerns were expressed that the Board's CPI+2 guideline was not being followed in setting student fees.

2. **BOARD ACTION:** Routine Institution/Agency Agenda Items

It was moved by _____ **and carried** to approve the Personnel/Student Affairs Committee Routine agenda items for:

Idaho Public Television	6
Idaho School for the Deaf and the Blind	12
Idaho Division of Vocational Rehabilitation	13
State Division of Vocational Education.	14
Boise State University	15
Eastern Idaho State College	30
Idaho State University	31
Lewis-Clark State College	44
University of Idaho	54

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

IPTV Page 1

2.9 Items Not Covered in Other Sections

To: State Board of Education
Fr: Peter W. Morrill, General Manager
Dt: March 18, 1999
Re: System Report

March Festival Goal Achieved!, Page 2

Morrill Named to PTV Equipment Fund Review Panel, Page 2

IDAHOPTV Endowment Kicks Off Final Push To Goal, Page 3

Legislature '99 Wrap-Up, Page 3

IPTV Page 2

MARCH FESTIVAL GOAL ACHIEVED!

Festival '99, Idaho Public Television's annual 16 day on-air fund drive, concluded on Sunday, March 14 by exceeding its goal of \$810,000. After all the balloons had been popped and volunteers had gone home, the final tally rested at \$825,111. This total is a combination of pledges from viewers who phoned in their pledges during the live events and those who mailed in their contributions.

More than 50% of Idaho Public Television's operating budget comes from private contributions. For fiscal year 1999 that translates to \$2,666,151.

MORRILL NAMED TO PTV EQUIPMENT FUND REVIEW PANEL

During the week of April 19, I will travel to Washington DC to participate on the Peer Review Panel for the U.S. Department of Commerce National Telecommunications and Information Agency's (N.T.I.A.) Public Telecommunications Facilities Program (P.T.F.P.) for its 1999 Grant Program.

P.T.F.P. is the largest granting program for public broadcasting station basic infrastructure needs. In the 1998 Grant, Idaho Public Television was awarded more than \$668,000 to replace our 25 plus year old analogue microwave system that connects Moscow to Boise.

Over the next several years, it is anticipated that Congress will appropriate the majority of digital television conversion funds to P.T.F.P. to enable stations to comply with the F.C.C. mandated transition.

This appears to be the first time that anyone from Idaho has been asked to serve on the Peer Review Panel, which evaluates and recommends requests for this competitive grant program.

IPTV Page 3

IDAHOPTV ENDOWMENT KICKS OFF FINAL PUSH TO GOAL

George Harad (CEO of Boise Cascade Corporation) and his wife Bev have graciously opened their home to the final kickoff for the IPTV Endowment Campaign on Thursday, April 22.

As you may remember, the Endowment was established in 1992 with a goal of raising three million dollars. The deadline for reaching the goal is June 30, 1999. The Endowment was established to leave a lasting funding legacy for Idaho Public Television. With new fiscal pressures on IPTV, this initiative will help ensure the acquisition of new programming, local production and capital equipment acquisition. In the last three years, Idaho Public Television has lost more than \$500,000 in traditional support from the Corporation for Public Broadcasting (C.P.B.).

In June, there will be a statewide tour to many of the communities served by Idaho Public Television seeking contributions to achieve the goal.

LEGISLATURE '99 WRAP-UP

I wanted to take a moment and review how IdahoPTV did with funding requests from the Idaho Legislature in the 1999 session. Overall, we did very well, which I believe is an indication of the quality of service Idaho Public Television provides to the people of our state.

Here's a quick run-down:

FY 1999 Supplemental:

Ongoing

\$125,000 Idaho Public Television requested the State to increase our base appropriation \$125,000 to cover a reduced appropriation from the Corporation for Public Broadcasting of \$200,000. These funds would cover the cost of three existing FTE positions. The positions that would be filled if funds are made available are: Engineer (mandated DTV transition), Project Manager (mandated DTV transition), and Educational Materials Specialist. In light of the Congressional/F.C.C.

IDAHO PUBLIC TELEVISION

APRIL 15-16, 1999

IPTV Page 4

mandated conversion to DTV and the increase demand for IdahoPTV's educational services statewide, these positions are critical.

Approved: \$92,500 (Project Manager & Engineer)

\$39,000 To cover increased lease costs for Idaho Public Television facilities in Boise.

Approved: \$39,000

Onetime

\$50,000 To cover the one time costs of moving nine IdahoPTV translators to different channels due to F.C.C. action. Translators include Garden Valley, Grimes Pass, Georgetown, Juliaetta, Kellogg, Lewiston, Malad, Sandpoint, and St. Maries. Failure to move these translators to new assigned channels will result in them being turned off permanently and service to those communities lost.

Approved: \$50,000

FY 2000:

Ongoing

\$17,000 To cover increased lease costs for Idaho Public Television facilities in Boise.

Approved: \$17,000

Onetime

\$238,400 To move Idaho Public Television's Boise to Moscow video connection off of a twenty-five plus year old system and onto the State of Idaho's digital microwave system. These funds will match a recently awarded grant of \$668,584 from the federal government. This project will also be IdahoPTV's first major step toward our federally mandated conversion to DTV.

Approved: \$238,400

IPTV Page 5

\$40,000 To replace Idaho Public Television's last tube type transmitter located in Coeur d'Alene with a solid state devise which has substantially higher reliability and much lower operating costs.

Approved: \$40,000

\$80,000 To replace two on-air videotape machines originally purchased in 1981 and 1983. The new machines will have substantially higher reliability and much lower operating costs.

Approved: \$80,000

\$42,000 To replace one field engineering vehicle (which is used to access IdahoPTV's 45-plus mountain top transmission sites) and one general use vehicle. Both automobiles have more than 140,000 miles on the odometer.

Approved: \$22,500

\$38,100 To replace eight critical broadcast test units. The units range in age from 11 to 25 years old.

Approved: \$38,100

\$80,000 To comply with the American's With Disabilities Act to provide Descriptive Video Service (DVS) and Second Audio Programming (SAP) statewide.

Declined

Finally, the Permanent Building Fund request for a digital transmission system, which would connect Eastern and Western Idaho appeared at the time that I wrote this to be headed for approval. As you may remember from an address that Pam Ahrens, Director, Department of Administration and I outlined in November, the project would create a digital transmission system that would serve both state government and Idaho Public Television's needs...both in the current analogue television system and in digital television. This new system would replace IdahoPTV's current twenty-five plus year old system which connects Boise to Pocatello.

This session has produced several significant steps toward Idaho Public Television's mandated conversion to digital television by the year 2003:

- Funded two permanent positions to plan for digital television
- Rechannelize 9 IdahoPTV translators to new analogue channels
between channels 2-59...without which the current channels
and service would be lost
- Local match funds for the conversion of the Boise to Moscow
video link to digital -Permanent Building Fund project to connect Boise to Pocatello
video link to digital (likely to pass, 3/18/99)
- Replacement of two 17 year old on-air videotape machines to
digital compatible.

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.9 Items Not Covered in Other Sections

- 2.91 ISDB requests Board approval of the 1999-2000 Proposed School Calendar
(See Attachment A). (Attachment A available from the Office of the State Board of Education)

PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**2.1 Appointment**

2.13 Other

Name: Brad Bruhn - Rehabilitation Counselor
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$27,560.00
Effective Date: March 29, 1999
Funding: General/Federal
Rationale: Replacement

Name: Deborah Barker - Rehabilitation Counselor
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$27,560.00
Effective Date: April 5, 1999
Funding: General/Federal
Rationale: Replacement

Name: Robert Carter - Rehabilitation Counselor
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$27,560.00
Effective Date: April 12, 1999
Funding: General/Federal
Rationale: Replacement

2.3 Changes in Salary, Rank, Title or Duties

Name: Max Sorenson Rehabilitation Counselor III
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$36,608.00
Current Annual Salary: \$34,860.80
Amount and Percent: 5%
Effective Date: April 2, 1999
Funding: General/Federal
Rationale: Promotion from Counselor II

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.3 Changes in Salary, Rank, Title, Duties, or Status

2.31 Administrative

Mike Falconer - Coordinator

FTE/Term: Permanent full-time (PCN 0017)

Proposed Annual Salary: \$42,640

Current Annual Salary: \$42,640

Amount & Percent: No change

Effective Date: 0

Department/Funding: Postsecondary Coordinator/Federal Funds

Rationale: Change from temporary full-time (PCN 9999) to permanent full-time (PCN 0017) to fill position vacancy.

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.1 Appointments

2.11 Administrative

Fran I. Kennedy – Honors Activity Coordinator

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$32,000

Effective Date: August 16, 1999

Department/Funding: Honors College/12 month, Appropriated Funds

2.3 Reallocation of Position or Changes in Salary, Rank, Title, Duties or Status.

2.32 Academic/Instructional

Alverton, Barbara -- Assistant Professor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$38,272

Current Annual Salary: \$38,272

Amount & Percent: 0

Effective Date: August 15, 1999

Department/Funding: Nursing/9 month, Appropriated Funds

Justification: Awarded tenure.

Baltzell, Michael -- Assistant Professor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$37,014

Current Annual Salary: \$35,464

Amount & Percent: +\$1,550/4.4%

Effective Date: August 15, 1999

Department/Funding: Theatre Arts/9 month, Appropriated Funds

Justification: Promoted to Associate Professor and awarded tenure.

Chris Baughn -- Assistant Professor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$58,105

Current Annual Salary: \$56,555

Amount & Percent: +\$1,550/2.7%

Effective Date: August 15, 1999

Department/Funding: Management/9 month, Appropriated Funds

Justification: Promoted to Associate Professor and awarded tenure.

Bobbie Birdsall -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$42,068
Current Annual Salary: \$40,518
Amount & Percent: +\$1,550/3.8%
Effective Date: August 15, 1999
Department/Funding: Counseling/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

James Budde -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$37,950
Current Annual Salary: \$36,400
Amount & Percent: +\$1,550/4.3%
Effective Date: August 15, 1999
Department/Funding: Art/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Nick Casner -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$40,217
Current Annual Salary: \$38,667
Amount & Percent: +\$1,550/4.0%
Effective Date: August 15, 1999
Department/Funding: History/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Rudy Eggert --Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$60,778
Current Annual Salary: \$60,778
Amount & Percent: 0
Effective Date: August 15, 1999
Department/Funding: Mechanical Engineering/9 month, Appropriated Funds
Justification: Awarded tenure.

Michael Fronmueller – Associate Professor

FTE/Term: 1.0/10 Months
Proposed Annual Salary: \$74,426
Current Annual Salary: \$72,276
Amount & Percent: +\$2,150/3.0%
Effective Date: August 1, 1999
Department/Funding: Management/10 month, Appropriated Funds
Justification: Promoted to Professor.

Joseph Guarino -- Associate Professor

FTE/Term: 1.0/10 Months
Proposed Annual Salary: \$70,540
Current Annual Salary: \$68,390
Amount & Percent: +\$2,150/3.1%
Effective Date: August 1, 1999
Department/Funding: Mechanical Engineering/10 month, Appropriated Funds
Justification: Promoted to Professor.

Chad Harris -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$40,904
Current Annual Salary: \$39,354
Amount & Percent: +\$1,550/3.9%
Effective Date: August 16, 1999
Department/Funding: Health, Physical Education and Recreation/9 month, Appr Funds
Justification: Promoted to Associate Professor and awarded tenure.

David Haws -- Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$50,502
Current Annual Salary: \$50,502
Amount & Percent: 0
Effective Date: August 15, 1999
Department/Funding: Civil Engineering/9 month, Appropriated Funds
Justification: Awarded tenure.

Mary Hereford – Instructor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$37,417
Current Annual Salary: \$36,317
Amount & Percent: +\$1,100/3.0%
Effective Date: August 15, 1999
Department/Funding: Nursing/9 month, Appropriated Funds
Justification: Promoted to Assistant Professor.

James Jirak – Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$39,323
Current Annual Salary: \$37,773
Amount & Percent: +\$1,550/4.1%
Effective Date: August 15, 1999
Department/Funding: Music/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Gundars Kaupins -- Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$59,729
Current Annual Salary: \$57,579
Amount & Percent: +\$2,150/3.7%
Effective Date: August 16, 1999
Department/Funding: Management/9 month, Appropriated Funds
Justification: Promoted to Professor.

Patricia Kyle -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$40,800
Current Annual Salary: \$39,250
Amount & Percent: +\$1,550/3.9%
Effective Date: August 15, 1999
Department/Funding: Elementary Ed and Specialized Studies, 9 month, Appr Funds
Justification: Promoted to Associate Professor and awarded tenure.

Rick Moore -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$42,276
Current Annual Salary: \$40,726
Amount & Percent: +\$1,550/3.8%
Effective Date: August 15, 1999
Department/Funding: Communication/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Margaret Mulhern -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$40,280
Current Annual Salary: \$38,730
Amount & Percent: +\$1,550/4%
Effective Date: August 15, 1999
Department/Funding: Elementary Ed & Specialized Studies/9 month, Appr Funds
Justification: Promoted to Associate Professor and awarded tenure.

George Murgel -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$52,052
Current Annual Salary: \$50,502
Amount & Percent: +\$1,550/3.1%
Effective Date: August 15, 1999
Department/Funding: Civil Engineering/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Murli Nagasundaram -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$63,430
Current Annual Salary: \$61,880
Amount & Percent: +\$1,550/2.5%
Effective Date: August 15, 1999
Department/Funding: Computer Info Systems & Production Mgmt/9 month, Appr Funds
Justification: Promoted to Associate Professor and awarded tenure.

Sean O'Grady -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$41,777
Current Annual Salary: \$40,227
Amount & Percent: +\$1,550/3.9%
Effective Date: August 15, 1999
Department/Funding: English/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Stephen Parke -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$56,067
Current Annual Salary: \$54,517
Amount & Percent: +\$1,550/2.8%
Effective Date: August 15, 1999
Department/Funding: Electrical Engineering/9 month, Appropriated Funds
Justification: Promoted to Associate Professor.

William Parrett -- Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$55,688
Current Annual Salary: \$55,688
Amount & Percent: 0
Effective Date: August 15, 1999
Department/Funding: Foundations, Technology and Secondary Ed/9 month, Appr Funds
Justification: Awarded tenure.

Nader Rafla -- Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$57,117
Current Annual Salary: \$57,117
Amount & Percent: 0
Effective Date: August 15, 1999
Department/Funding: Electrical Engineering/9 month, Appropriated Funds
Justification: Awarded tenure.

Arun Raha -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$45,173
Current Annual Salary: \$45,173
Amount & Percent: 0
Effective Date: August 15, 1999
Department/Funding: Economics/9 month, Appropriated Funds
Justification: Awarded tenure.

Lawrence Rogien – Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$38,917
Current Annual Salary: \$38,917
Amount & Percent: 0
Effective Date: August 15, 1999
Department/Funding: Foundations, Technology and Secondary Ed/9 month, Appr Funds
Justification: Awarded tenure.

Dale Russell -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$43,025
Current Annual Salary: \$41,475
Amount & Percent: +\$1,550/3.7%
Effective Date: August 15, 1999
Department/Funding: Chemistry/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Irene Sanderson – Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$39,884
Current Annual Salary: \$38,334
Amount & Percent: +\$1,550/4%
Effective Date: August 15, 1999
Department/Funding: English/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

Vivian Schrader – Instructor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$37,354
Current Annual Salary: \$36,254
Amount & Percent: +\$1,100/3%
Effective Date: August 15, 1999
Department/Funding: Nursing/9 month, Appropriated Funds
Justification: Promoted to Assistant Professor.

Gary Schook -- Associate Professor

FTE/Term: 1.0/10 Months
Proposed Annual Salary: \$57,956
Current Annual Salary: \$55,806
Amount & Percent: +\$2,150/3.9%
Effective Date: August 15, 1999
Department/Funding: Health Sciences/10 month, Appropriated Funds
Justification: Promoted to Professor and awarded tenure.

Patricia Taylor – Associate Professor

FTE/Term: 1.0/10 Months
Proposed Annual Salary: \$50,544
Current Annual Salary: \$48,394
Amount & Percent: +\$2,150/4.4%
Effective Date: August 15, 1999
Department/Funding: Nursing/10 month, Appropriated Funds
Justification: Promoted to Professor.

Stephen Tennyson -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$52,094
Current Annual Salary: \$50,544
Amount & Percent: +\$1,550/3.1%
Effective Date: August 15, 1999
Department/Funding: Mechanical Engineering/9 month, Appropriated Funds
Justification: Promoted to Associate Professor.

Shelton Woods -- Assistant Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$41,091
Current Annual Salary: \$39,541
Amount & Percent: +\$1,550/3.9%
Effective Date: August 15, 1999
Department/Funding: History/9 month, Appropriated Funds
Justification: Promoted to Associate Professor and awarded tenure.

2.34 Technical College

Mikel Douglas – Interim Instructor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$38,873
Current Annual Salary: \$37,773
Amount & Percent: +\$1,100/2.9%
Effective Date: August 15, 1999
Department/Funding: Electronics Technology/9 month, Vocational Funds
Justification: Promoted to Standard Instructor.

Hilary Lopez – Standard Instructor

FTE/Term: 1.0/11 Months
Proposed Annual Salary: \$40,758
Current Annual Salary: \$39,208
Amount & Percent: +\$1,550/4%
Effective Date: August 15, 1999
Department/Funding: Practical Nursing/11 month, Vocational Funds
Justification: Promoted to Advanced Instructor and awarded tenure.

Vera McCrink – Advanced Instructor

FTE/Term: 1.0/12 Month
Proposed Annual Salary: \$47,536
Current Annual Salary: \$45,386
Amount & Percent: +\$2,150/4.7%
Effective Date: August 15, 1999
Department/Funding: Respiratory Technician Program/Fiscal, Vocational Funds
Justification: Promoted to Senior Instructor.

Angie Neal – Interim Instructor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$33,922
Current Annual Salary: \$32,822
Amount & Percent: +\$1,100/3.4%
Effective Date: August 15, 1999
Department/Funding: Business Program/9 month, Vocational Funds
Justification: Promoted to Standard Instructor.

Dave Sperry – Interim Instructor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$34,297
Current Annual Salary: \$33,197
Amount & Percent: +\$1,100/3.3%
Effective Date: August 15, 1999
Department/Funding: Machine Tool Technology/9 month, Vocational Funds
Justification: Promoted to Standard Instructor.

Teresa TenEyck -- Advanced Instructor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$40,588
Current Annual Salary: \$38,438
Amount & Percent: +\$2,150/5.6%
Effective Date: August 15, 1999
Department/Funding: Business Program/9 month, Vocational Funds
Justification: Promoted to Senior Instructor.

Mark Westcott – Interim Director, Distance Learning Network and Interim Instructor

FTE/Term: 1.0/12 month
Proposed Annual Salary: \$39,000
Current Annual Salary: \$35,297
Amount & Percent: +\$3,703/10.5%
Effective Date: February 24, 1999
Department/Funds: College of Applied Technology/Fiscal, Vocational Funds
Justification: Assume responsibilities for Distance Learning Network program until new director is hired.

2.6 Request for New Position**2.61 Administrative**

Title: Technical Support Specialist-Microcomputers
Type: Professional
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$10,312 (plus benefits \$319)
Effective Date: 4/30/99
Department/Funds: Office of Information Technology/General Funds
Duties/Responsibilities: Position restructured to provide for additional responsibilities assigned. Classified position PCN 0012, IT Support Technician will be deleted. No change in total University FTE.

Title: Trainer
Type: Professional
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$45,000 (plus benefits \$12,600)
Effective Date: 4/30/99
Department/Funds: Center for Management Development/Local Funds
Duties/Responsibilities: Instruct programs, courses, seminars, and workshops developed for and by the Center for Management Development for business and industry. This position will be financed with money from contracts with business, industry, and governmental agencies. Part of the duties for this position may include teaching an adjunct course such as basic management class for the Management Department.

Title: Idaho Technology Competency Test Specialist
Type: Professional
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$30,264 (plus benefits \$8,474)
Effective Date: 4/30/99
Department/Funds: Foundations, Technology and Secondary Education / Local funds
Duties/Responsibilities: Coordination of undergraduate testing, technical support for field testing, test development, and proctoring.

2.63 Other

Title: IT Information Systems Technician, Senior
Type: Classified
FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$15,132 (plus benefits \$5,570)
Effective Date: 4/30/99
Department/Funding: Student Housing/Local Funds
Duties/Responsibilities: Position to increase from half-time to full-time as demand for more information systems support has grown, in addition to continued expansion in access and service in student rooms and computer labs.

Title: Office Specialist 2
Type: Classified
FTE/Term: .5/12 Months
Annual Salary: \$9,079 (plus benefits (\$3,450)
Effective Date: 4/30/99
Department/Funding: Center for Management Development/Local Funds
Duties/Responsibilities: Position is currently filled by a part-time, temporary Program Coordinator. A permanent position will help retain quality employees due to increased stability of the position and benefits eligibility.

Title: Customer Service Representative 1 (two positions)
Type: Classified
FTE/Term: 1.0/12 Months
Annual Salary: \$18,158 (plus benefits \$6,900)
Effective Date: 4/30/99
Department/Funding: Campus Safety/Local Funds
Duties/Responsibilities: Provide front-line customer service within the department; collection of payment for services, permits, and violations; record keeping; telephone and two-way radio answering; handling customer questions and concerns. The addition of these two positions are necessary for the implementation of parking program changes and the resulting increase of office hours to seven days per week. These additional positions will provide necessary staff to provide efficient levels of customer service and protect the integrity of the parking program.

Title: Parking Attendant
Type: Classified
FTE/Term: 1.0/12 Months
Annual Salary: \$13,250 (plus benefits \$5,035)
Effective Date: 4/30/99
Department/Funding: Campus Safety/Local Funds
Duties/Responsibilities: Monitor parking lots to enforce regulations, verification of ownership and registration of vehicles, issuing tickets, reporting moving violations and other disturbances, reporting hazardous conditions, maintaining daily records, performing minor maintenance, event parking, directing traffic as necessary. The position is necessary for the implementation of parking program changes as set forth by the University Parking and Transportation Committee. Hours for parking enforcement are being extended to 14 hours per day, five days per week, and nine hours per day on weekends. The addition of the position will provide the department necessary staff to carry out the program changes by providing efficient enforcement coverage of the parking areas and protecting the integrity of the parking program and the users of these facilities.

Title: Parking Booth Attendants (two positions)
Type: Classified
FTE/Term: 1.0/12 Months
Annual Salary: \$14,664 (plus benefits \$5,572)
Effective Date: 4/30/99
Department/Funding: Campus Safety/Local Funds
Duties/Responsibilities: Provide front-line customer service to visitors entering the Administration visitor parking lot on the Boise State University Campus. These positions will meet and greet visitors, issue parking permits, accept payments, issue receipts, make change, provide directions and assistance to the campus community. The positions are necessary for the implementation of parking program changes as set forth by the University Parking and Transportation Committee. The Department of Campus Safety will operate a parking booth in the Administration visitor lot, 15 hours per day, five days per week and nine hours per day on weekends. These positions will provide the department necessary staff to carry out the program changes and provide efficient levels of customer service, protect the integrity of the parking program and users of the facilities with the addition of the Administration Visitor Lot.

Title: Parking Booth Attendant
Type: Classified
FTE/Term: .5/12 Months
Annual Salary: \$7,332 (plus benefits \$2,786)
Effective Date: 4/30/99
Department/Funding: Campus Safety/Local Funds
Duties/Responsibilities: Provide front-line customer service to visitors entering the Administration visitor parking lot on the Boise State University Campus. This position will meet and greet visitors, issue parking permits, accept payments, issue receipts, make change, provide directions and assistance to the campus community. The position is necessary for the implementation of parking program changes as set forth by the University Parking and Transportation Committee. The Department of Campus Safety will operate a parking booth in the Administration visitor lot, 15 hours per day, five days per week and nine hours per day on weekends. This position will provide the department necessary staff to carry out the program changes and provide efficient levels of customer service, protect the integrity of the parking program and users of the facilities with the addition of the Administration Visitor Lot.

Title: Maintenance Craftsman
Type: Classified
FTE/Term: 1.0/12 Months
Annual Salary: \$18,158 (plus benefits \$6,900)
Effective Date: 4/30/99
Department/Funding: Intercollegiate Athletics/Local Funds
Duties/Responsibilities: Supervise work units for clean-up, and stadium setup for scheduled events, provide maintenance in the stadium and Varsity Center, utilizing basic craftsman skills of carpentry, plumbing, electrical and small engine.

Title: Irrigation Specialist
Type: Classified
FTE/Term: 1.0/12 Months
Annual Salary: \$20,405 (plus benefits \$7,754)
Effective Date: 4/30/99
Department/Funding: Intercollegiate Athletics/Local Funds
Duties/Responsibilities: Grounds maintenance for new Soccer Field Complex, to include fertilization, aeration, seeding, sodding, topsoil leveling, turf diseases, sprinkler system repair and drainage.

Title:	Videographer/Editor
Type:	Classified
FTE/Term:	1.0/12 Months
Proposed Annual Salary:	\$0 (plus benefits \$1,871)
Effective Date:	4/30/99
Department/Funds:	Intercollegiate Athletics/Local Funds
Duties/Responsibilities:	Position restructured. Professional Staff Position PCN 3175 will be deleted. No change in total University FTE.

2.8 Athletics (All Personnel Actions and Positions)

2.84 Additional Compensation

Criner, Herb, Associate Athletic Director for Operations, \$3,000 supplemental pay for additional work required for the 1998 Humanitarian Bowl.

Guerricabeitia, Anita, Ticket Manager, \$3,000 supplemental pay for additional work required for the 1998 Humanitarian Bowl.

Larrondo, Brad, Assistant Sports Information Director, \$550 supplemental pay for additional work required for the 1998 Humanitarian Bowl.

**PERSONNEL & STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA**

2.1 Appointments

2.13 Other

Karleen L. Lynnes — Instructional Technologist

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$27,500

Effective Date: March 15, 1999

Department/Funding: Information Technology/Fiscal Year, State Funds

PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA

2.1 Appointments/Reappointments

2.11 Administrative

Covey, Douglass F. - Dean of Student Affairs

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$95,014.40

Effective Date: June 1, 1999

Department/Funding: Student Affairs/FY/State Funds

2.12 Academic/Instructional

Heckard, Melissa Jane - Library Services Coordinator, Idaho Falls (equiv. rank of Instructor)

FTE/Term: .50/12 Months

Proposed Annual Salary: \$15,132.00

Effective Date: March 1, 1999

Department/Funding: Library/FY/State Funds

2.13 Other

Funderburg, Tim - Research Associate

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$31,512.00

Effective Date: March 7, 1999

Department/Funding: Geology/FY/Grant Funds

Jim, Audrey - Study Recruiter

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$27,040.00

Effective Date: March 22, 1999

Department/Funding: Institute of Rural Health Studies/FY/Grant Funds

Jones, John D. - Director

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$65,000.00

Effective Date: May 3, 1999

Department/Funding: Institutional Research/FY/State Funds

LaPlante, Sarah - Student Coordinator

FTE/Term: .50/12 Months

Proposed Annual Salary: \$12,480.00

Effective Date: March 8, 1999

Department/Funding: Institute of Rural Health Studies/FY/Grant Funds

Mitchell, Robert W. - Multimedia Specialist

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$35,006.40

Effective Date: March 1, 1999

Department/Funding: Museum/Natural Heritage Project/FY/Grant Funds

2.3 Change in Salary, Rank, Title or Duties

2.32 Academic/Instructional

Higgins, Joseph L. - change from Clinical Instructor/Student Coordinator to Clinical Instructor

FTE/Term: Change from 1.0 FTE to .50/12 Months

Proposed Annual Salary: \$14,976.00

Current Annual Salary: \$29,952.00

Amount and Percent: -\$14,976.00 (-50% - change to .50 FTE)

Effective Date: March 8, 1999

Department/Funding: Nursing/FY/Grant Funds

Rationale: Voluntary reduction.

The following members of the Idaho State University faculty have been recommended for promotions in rank and/or the awarding of tenure, effective with the 1999-2000 academic year.

Alexander, Kathleen, change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$46,430.40

Current Annual Salary: \$43,430.40

Amount and Percent: +\$3,000.00 (+6.91%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.

Effective Date: July 25, 1999

Department/Funding: Physical Therapy/AY/State Funds

Rationale: Promotion.

Arvidson, Cathy Ruth - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$45,182.40
Current Annual Salary: \$42,182.40
Amount and Percent: +\$3,000.00 (+7.11%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Nursing/AY/State Funds
Rationale: Promotion and Tenure.

Attebery Jennifer E. - Associate Professor

FTE/Term: .67/9 Months
Proposed Annual Salary: \$27,153.36
Current Annual Salary: \$27,153.36
Amount and Percent: -0-
Effective Date: July 25, 1999
Department/Funding: English & Philosophy/AY/State Funds
Rationale: Tenure.

Baergen, Ralph N. - Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$38,729.60
Current Annual Salary: \$38,729.60
Amount and Percent: -0-
Effective Date: July 25, 1999
Department/Funding: English & Philosophy/AY/State Funds
Rationale: Tenure.

Bliss, Traci - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$43,185.60
Current Annual Salary: \$40,185.60
Amount and Percent: +\$3,000.00 (+7.47%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Teacher Education/AY/State Funds
Rationale: Promotion and Tenure.

Boag, Peter G. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$46,389.60
Current Annual Salary: \$42,889.60
Amount and Percent: +\$3,500.00 (+8.16%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: History/AY/State Funds
Rationale: Promotion.

Bosworth, Kenneth W. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$49,426.40
Current Annual Salary: \$45,926.40
Amount and Percent: +\$3,500.00 (+7.62%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Mathematics/AY/State Funds
Rationale: Promotion.

Brackenridge, Sandra S. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$41,355.20
Current Annual Salary: \$38,355.20
Amount and Percent: +\$3,000.00 (+7.82%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Sociology/AY/State Funds
Rationale: Promotion and Tenure.

Brey, Richard Ray - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$52,649.60
Current Annual Salary: \$49,649.60
Amount and Percent: +\$3,000.00 (+6.04%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Physics/AY/State Funds
Rationale: Promotion and Tenure.

Burns, Mary Jane - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$43,372.80
Current Annual Salary: \$40,372.80
Amount and Percent: +\$3,000.00 (+7.43%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Political Science/AY/State Funds
Rationale: Promotion and Tenure.

Castle, Lyle W. - Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$39,811.20
Current Annual Salary: \$39,811.20
Amount and Percent: -0-
Effective Date: July 25, 1999
Department/Funding: Chemistry/AY/State Funds
Rationale: Tenure.

Culbertson, Vaughn L. - change from Associate Professor to Professor

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$85,132.80
Current Annual Salary: \$80,932.80
Amount and Percent: +\$4,200.00 (+5.19%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: June 27, 1999
Department/Funding: Pharmacy Practice & Admin. Sciences/FY/State Funds (92.9%) and Grant Funds (7.1%)
Rationale: Promotion.

DiSanza, James R. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$44,122.40
Current Annual Salary: \$40,622.40
Amount and Percent: +\$3,500.00 (+8.62%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Communication & Theatre/AY/State Funds
Rationale: Promotion.

Farmer, Richard F. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$43,414.40
Current Annual Salary: \$40,414.40
Amount and Percent: +\$3,000.00 (+7.42%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Psychology/AY/State Funds
Rationale: Promotion and Tenure.

Force, Rex W. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$61,944.00
Current Annual Salary: \$58,344.00
Amount and Percent: +\$3,600.00 (+6.17%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: June 27, 1999
Department/Funding: Family Practice Residency & Pharmacy Practice & Admin. Sciences/FY/Local Funds (58.5%); State F (38%) and Grant F (3.5%)
Rationale: Promotion and Tenure.

Fouad, Rosmarie H. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$40,644.80
Current Annual Salary: \$37,044.80
Amount and Percent: +\$3,600.00 (+9.72%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: June 27, 1999
Department/Funding: Library/FY/State Funds
Rationale: Promotion.

Hanin, Leonid G. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$40,897.60
Current Annual Salary: \$37,897.60
Amount and Percent: +\$3,000.00 (+7.92%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Mathematics/AY/State Funds
Rationale: Promotion.

Hitchcock, Leonard A. - change from Associate Professor to Professor

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$53,038.40
Current Annual Salary: \$48,838.40
Amount and Percent: +\$4,200.00 (+8.60%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: June 27, 1999
Department/Funding: Library/FY/State Funds
Rationale: Promotion.

Inouye, Richard S. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$47,637.60
Current Annual Salary: \$44,137.60
Amount and Percent: +\$3,500.00 (+7.93%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Biological Sciences/AY/State Funds
Rationale: Promotion.

Jatkevicius, Jim - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$42,475.20
Current Annual Salary: \$38,875.20
Amount and Percent: +\$3,600.00 (+9.26%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: June 27, 1999
Department/Funding: Library/FY/State Funds
Rationale: Promotion.

Kearns, Richard L. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$44,704.80
Current Annual Salary: \$41,204.80
Amount and Percent: +\$3,500.00 (+8.49%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Health & Nutrition Sciences/AY/State Funds
Rationale: Promotion.

Lohse, Ernest S. - change from Associate Professor to Professor

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$64,748.80
Current Annual Salary: \$60,548.80
Amount and Percent: +\$4,200.00 (+6.94%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: June 27, 1999
Department/Funding: Museum & Anthropology/FY/State Funds
Rationale: Promotion.

McBeth, Mark K. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$39,920.00
Current Annual Salary: \$36,920.00
Amount and Percent: +\$3,000.00 (+8.13%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Political Sciences/AY/State Funds
Rationale: Promotion and Tenure

Murdock, J. Larry - Assoc University Librarian for Public Services (equiv. rank of Assoc Prof)

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$48,318.40
Current Annual Salary: \$48,318.40
Amount and Percent: -0-
Effective Date: June 27, 1999
Department/Funding: Library/FY/State Funds
Rationale: Tenure.

Picard, Robert R. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$66,356.80
Current Annual Salary: \$63,356.80
Amount and Percent: +\$3,000.00 (+4.74%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Accounting/AY/State Funds
Rationale: Promotion and Tenure.

Reis, Priscilla R. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$66,356.80
Current Annual Salary: \$63,356.80
Amount and Percent: +\$3,000.00 (+4.74%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Accounting/AY/State Funds
Rationale: Promotion and Tenure.

Sieber, Sharon - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$38,651.20
Current Annual Salary: \$35,651.20
Amount and Percent: +\$3,000.00 (+8.41%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Foreign Languages/AY/State Funds
Rationale: Promotion and Tenure.

Smith, Laurens H. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$51,028.26
Current Annual Salary: \$47,528.26
Amount and Percent: +\$3,500.00 (+7.36%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Biological Sciences/AY/State Funds
Rationale: Promotion.

Stowe, Dennis C. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$48,719.20
Current Annual Salary: \$45,219.20
Amount and Percent: +\$3,500.00 (+7.74%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Mathematics/AY/State Funds
Rationale: Promotion.

VanPelt, Tamise - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$39,192.00
Current Annual Salary: \$36,192.00
Amount and Percent: +\$3,000.00 (+8.29%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: English & Philosophy/AY/State Funds
Rationale: Promotion and Tenure.

Warnock, Douglas J. - change from Assistant Professor to Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$36,924.80
Current Annual Salary: \$33,924.80
Amount and Percent: +\$3,000.00 (+8.84%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Art & Pre-Architecture/AY/State Funds
Rationale: Promotion and Tenure.

Westphal, Jonathan - Associate Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$41,579.20
Current Annual Salary: \$41,579.20
Amount and Percent: -0-
Effective Date: July 25, 1999
Department/Funding: English & Philosophy/AY/State Funds
Rationale: Tenure.

Wolper, James S. - change from Associate Professor to Professor

FTE/Term: 1.0/9 Months
Proposed Annual Salary: \$49,676.00
Current Annual Salary: \$46,176.00
Amount and Percent: +\$3,500.00 (+7.58%) - Promotion increment only; further adjustment will occur when FY2000 salaries are determined.
Effective Date: July 25, 1999
Department/Funding: Mathematics/AY/State Funds
Rationale: Promotion.

2.4 Request for Paid Leave of Absence**2.43 Other**

Gordon, James B. - Clinical Psychologist

Department: Student Health Services
Annual Salary: \$32,235.84
Leave Dates: August 1, 1999 through July 31, 2000
Rationale: Staff Professional Leave at half salary.

Lewis, Karen A. - Administrative Assistant I

Department: Speech Pathology & Audiology
Annual Salary: \$24,356.80
Leave Dates: August 23, 1999 through May 12, 2000
Rationale: Staff Professional Leave at half salary.

Swanson, Barbara D. - Director

Department: Academic Skills Center
Annual Salary: \$41,392.00
Leave Dates: August 1, 1999 through December 31, 1999
Rationale: Staff Professional Leave at full salary.

Vickerman, Katherine D. - Financial Technician

Department: Academic Outreach
Annual Salary: \$26,478.40
Leave Dates: May 15, 1999 through August 2, 1999
Rationale: Staff Professional Leave at full salary.

2.6 Request for New Position**2.63 Other**

Assistant Vice President for Academic Affairs

Type: Non-Classified
FTE/Term: 1.0/12 Months
Annual Salary: \$70,000.00
Effective Date: July 1, 1999
Department/Funding: Academic Affairs/FY/State Funds
Rationale: Additional executive support to Academic Affairs, responsible for Academic Program Review, faculty development projects, SBOE liaison on curriculum, special projects, and support to Faculty Senate and Deans. This will be a three-year rotating position staffed by a current faculty member.

Multimedia Specialist

Type: Non-Classified
FTE/Term: 1.0/12 Months
Annual Salary: \$35,000.00
Effective Date: April 19, 1999
Department/Funding: Museum/FY/Grant Funds
Rationale: Additional support funded by a three-year \$1.3M NSF Award in order to carry out the educational activities of the project "Treasuring Our Natural Heritage."

**2.8 Athletics
Reappointments****Davis, Courtney - Assistant Volleyball Coach**

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$23,649.60 - Further adjustment will occur.
Effective Date: February 7, 1999
Department/Funding: Athletics/FY/State Funds
Rationale: Reappointment.

MacLachlan, Bill - Head Volleyball Coach

FTE/Term: 1.0/12 Months
Proposed Annual Salary: \$41,579.20 - Further adjustment will occur.
Effective Date: February 7, 1999
Department/Funding: Athletics/FY/State Funds
Rationale: Reappointment.

2.9 Other**2.91 Emeritus****Blomquist, Allen P. - change from Professor/Retired to Professor/Emeritus**

Effective Date: May 16, 1999
Department: Communication & Theatre

Coffland, Jack A. - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999
Department: Teacher Education

Griffith, John S. - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999
Department: Biological Sciences

Mauch, John E. - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999

Department: Communication & Theatre

Pawar, Sheelwant B. - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999

Department: Management

Sagness, Richard L. - change from Professor/Retired to Professor/Emeritus

Effective Date: July 1, 1999

Department: Teacher Education

Schow, H. Wayne - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999

Department: English & Philosophy

Spadafore, Gerald J. - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999

Department: Teacher Education

Stone, Jack - change from Instructor/Retired to Instructor/Emeritus

Effective Date: June 27, 1999

Department: Automotive Technology Program, School of Applied Technology

Streubel, Donald P. - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999

Department: Biological Sciences

Watts, Robert T. - change from Professor/Retired to Professor/Emeritus

Effective Date: May 16, 1999

Department: Computer Information Systems

PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE ITEMS

2.1 Appointments

2.13 Other

Kurdy, Gerald T. - Application Specialist

FTE/Term: 1.0 FTE/12 month
Proposed Annual Salary: \$32,011
Current Annual Salary: N/A
Amount and Percent: N/A
Effective Date: March 1, 1999
Department/Funding: Student Affairs, Fiscal, Local Funds
Rationale: New hire

2.14 Technical College

Swanson, Angela - Counselor for Technical Programs

FTE/Term: 1.0 FTE/12 months
Proposed Annual Salary: \$32,011
Current Annual Salary: N/A
Amount and Percent: N/A
Effective Date: March 8, 1999
Department/Funding: Admission, Fiscal, Appropriated Funds
Rationale: New hire

Chesser, Michael - Instructor, Truck Driver Training

FTE/Term: 1.0 FTE/12 months
Proposed Annual Salary: \$31,117
Current Annual Salary: N/A
Amount and Percent: N/A
Effective Date: March 1, 1999
Department/Funding: Workforce Training, Fiscal, Local Funds
Rationale: New hire

Fullerton, John - Instructor, Truck Driver Training

FTE/Term: 1.0 FTE/12 months

Proposed Annual Salary: \$31,117

Current Annual Salary: N/A

Amount and Percent: N/A

Effective Date: March 1, 1999

Department/Funding: Workforce Training, Fiscal, Local Funds

Rationale: New hire

Landrum, Sam - Instructor, Truck Driver Training

FTE/Term: 1.0 FTE/12 months

Proposed Annual Salary: \$35,090

Current Annual Salary: N/A

Amount and Percent: N/A

Effective Date: March 1, 1999

Department/Funding: Workforce Training, Fiscal, Local Funds

Rationale: New hire

Loewen, Bradley - Instructor, Truck Driver Training

FTE/Term: 1.0 FTE/12 months

Proposed Annual Salary: \$31,117

Current Annual Salary: N/A

Amount and Percent: N/A

Effective Date: March 1, 1999

Department/Funding: Workforce Training, Fiscal, Local Funds

Rationale: New hire

Richardsen, Rob - Instructor, Truck Driver Training

FTE/Term: 1.0 FTE/12 months

Proposed Annual Salary: \$32,531

Current Annual Salary: N/A

Amount and Percent: N/A

Effective Date: March 1, 1999

Department/Funding: Workforce Training, Fiscal, Local Funds

Rationale: New hire

Smyth, Michael - Instructor, Truck Driver Training

FTE/Term: 1.0 FTE/12 months
Proposed Annual Salary: \$33,946
Current Annual Salary: N/A
Amount and Percent: N/A
Effective Date: March 1, 1999
Department/Funding: Workforce Training, Fiscal, Local Funds
Rationale: New hire

Williams, Leslie D. - Instructor, Truck Driver Training

FTE/Term: 1.0 FTE/12 months
Proposed Annual Salary: \$31,117
Current Annual Salary: N/A
Amount and Percent: N/A
Effective Date: March 1, 1999
Department/Funding: Workforce Training, Fiscal, Local Funds
Rationale: New hire

2.3 Changes in Salary, Rank, Title, Duties or Status

2.32 Academic/Instructional

Arnold, Bruce

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$45,581
Current Annual Salary: \$40,581
Amount & Percent: \$5,000 (+ 12.33%)
Effective Date: August 19, 1999
Department/Funding: Division of Business/Academic Year/ Appropriated Funds
Justification: Promotion from Associate to Full Professor

Kriss, Victor

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$44,146
Current Annual Salary: \$39,146
Amount & Percent: \$5,000 (+ 12.78%)
Effective Date: August 19, 1999
Department/Funding: Division of Natural Sciences/Academic Year/ Appropriated Funds
Justification: Promotion from Associate to Full Professor

LEWIS-CLARK STATE COLLEGE**APRIL 15-16, 1999**

Mayton, Gary

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$45,227
Current Annual Salary: \$40,227
Amount & Percent: \$5,000 (+ 12.43%)
Effective Date: August 19, 1999
Department/Funding: Division of Education/Academic Year/ Appropriated Funds
Justification: Promotion from Associate to Full Professor

Steenberg, Craig

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$43,126
Current Annual Salary: \$38,126
Amount & Percent: \$5,000 (+ 13.12%)
Effective Date: August 19, 1999
Department/Funding: Division of Natural Sciences/Academic Year/ Appropriated Funds
Justification: Promotion From Associate to Full Professor

Ashby, Jennifer

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$34,366
Current Annual Salary: \$31,366
Amount & Percent: \$3,000 (+ 9.56%)
Effective Date: July 1, 1999
Department/Funding: Library/Fiscal Year/ Appropriated Funds
Justification: Promotion From Assistant to Associate Professor

Harris, Bernice

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$37,403
Current Annual Salary: \$34,403
Amount & Percent: \$3,000 (+ 8.72%)
Effective Date: August 19, 1999
Department/Funding: Division of Literature & Languages/AY/ Appropriated Funds
Justification: Promotion from Assistant to Associate Professor

Niewenhous, Susan

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$41,085
Current Annual Salary: \$38,085
Amount & Percent: \$3,000 (+ 7.87%)
Effective Date: July 1, 1999
Department/Funding: Library/Fiscal Year/ Appropriated Funds
Justification: Promotion from Assistant to Associate Professor

Driskill, Diane

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$31,514
Current Annual Salary: \$30,014
Amount & Percent: \$1,500 (+ 5.00%)
Effective Date: August 19, 1999
Department/Funding: Division of Office & Business Technology/AY/ Appr Funds

2.34 Technical College

Studer, Verna

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$39,861
Current Annual Salary: \$34,861
Amount & Percent: \$5,000 (+ 14.35%)
Effective Date: August 19, 1999
Department/Funding: Division of Office & Business Technology/AY/ App Funds
Justification: Promotion from Associate to Full Professor

Tenure

During the 1998-99 academic year, nine faculty members met the time in service criterion for tenure. Seven faculty applied for tenure. Five candidates received positive recommendations from their respective individual tenure review committees, the standing tenure review committee, their division chairs/supervisors, and the provost. One candidate received positive recommendations from the division chair, standing tenure review committee and provost, and a negative recommendation from the individual tenure review committee. One candidate received positive recommendations from the division chair and individual tenure committee, and negative recommendations from the standing tenure review committee and provost. The president endorses these recommendations and requests that the State Board of Education grant tenure to the following six faculty members:

Academic:

Arnold, Bruce

FTE/Term: 1.0/9 months
Effective Date: August 19, 1999
Department: Division of Business
Justification: Tenure

Baker, Katherine

FTE/Term: 1.0/9 months
Effective Date: August 19, 1999
Department: Division of Fine & Performing Arts
Justification: Tenure

Cassidy, Sean

FTE/Term: 1.0/9 months
Effective Date: August 19, 1999
Department: Division of Fine & Performing Arts
Justification: Tenure

Lindgren, Teri

FTE/Term: 1.0/9 months
Effective Date: August 19, 1999
Department: Division of Nursing
Justification: Tenure

Odom, Susan

FTE/Term: 1.0/9 months
Effective Date: August 19, 1999
Department: Division of Nursing
Justification: Tenure

Regan, Dan

FTE/Term: 1.0/11 months
Effective Date: August 1, 1999
Department: Division of Social Sciences
Justification: Tenure

Performance Review

Eighteen tenured and non-tenure track faculty members were considered for a performance review. Consistent with State Board policy, these names were circulated to the faculty of the respective divisions, and to the respective division chairs. The eighteen reviewed were not challenged and it was recommended that no full performance review be conducted. The provost and the president concurred with this recommendation and the performances of the individuals were deemed to be satisfactory.

Academic:

Barker, John
Evans, Steve
Goode, Okey
Hayne, Bill
Heath-Simpson, Delta
Hepworth, Jim
Johnson, William
Levine, Marilyn
MacKenzie, Marjorie
Miller, Ed
Thiessen, David
Totten, Kay

Technical:

Bowen, Jim
Bradley, Mike
Lohrmeyer, Robert
MacGregor-Cole, Molly
Mutch, Jim
Swanger, Nancy

2.33 Other

Bender, John - Program Aide

FTE/Term: 1.0 FTE/12 months
Proposed Annual Salary: \$22,800
Current Annual Salary: \$21,840
Amount and Percent: \$1,040 (4.77%)
Effective Date: March 1, 1999
Department/Funding: Financial Aid, Fiscal, Appropriated and Local Funds
Rationale: Additional responsibilities due to reorganization

Walker, Jr., Leonard - Assistant Director of Financial Aid

FTE/Term: 1.0 FTE/12 months
Proposed Annual Salary: \$35,006
Current Annual Salary: \$30,285
Amount and Percent: \$4,721 (15.59%)
Effective Date: March 1, 1999
Department/Funding: Financial Aid, Fiscal, Appropriated Funds
Rationale: Promotion FROM Program Coordinator TO Asst Dir of Fin. Aid

Marshall, Gina - Program Aide

FTE/Term: 1.0 FTE/12 months
Proposed Annual Salary: \$24,024
Current Annual Salary: \$24,336
Amount and Percent: \$312 (- 1.28%)
Effective Date: March 1, 1999
Department/Funding: Financial Aid, Fiscal, Appropriated Funds
Rationale: Changed from half-time classified position/half-time exempt position to full-time exempt position

2.6 Request for New Position**2.64 Other**

Truck Driver Training Instructor

Type: Faculty
FTE/Term: 1.0 FTE/12 months
Annual Salary: \$27,200 - \$33,800
Effective Date: March 1, 1999
Department/Funding: Workforce Training, Fiscal, Local Funds
Duties/Responsibilities: To provide Truck Driver Training course instruction and curriculum development.

Truck Driver Training Instructor**Type: Faculty****FTE/Term:** 1.0 FTE/12 months**Annual Salary:** \$27,200 - \$33,800**Effective Date:** March 1, 1999**Department/Funding:** Workforce Training, Fiscal, Local Funds**Duties/Responsibilities:** To provide Truck Driver Training course instruction and curriculum development.**Truck Driver Training Instructor****Type: Faculty****FTE/Term:** 1.0 FTE/12 months**Annual Salary:** \$27,200 - \$33,800**Effective Date:** March 1, 1999**Department/Funding:** Workforce Training, Fiscal, Local Funds**Duties/Responsibilities:** To provide Truck Driver Training course instruction and curriculum development.**Truck Driver Training Instructor****Type: Faculty****FTE/Term:** 1.0 FTE/12 months**Annual Salary:** \$27,200 - \$33,800**Effective Date:** March 1, 1999**Department/Funding:** Workforce Training, Fiscal, Local Funds**Duties/Responsibilities:** To provide Truck Driver Training course instruction and curriculum development.**Truck Driver Training Instructor****Type: Faculty****FTE/Term:** 1.0 FTE/12 months**Annual Salary:** \$27,200 - \$33,800**Effective Date:** March 1, 1999**Department/Funding:** Workforce Training, Fiscal, Local Funds**Duties/Responsibilities:** To provide Truck Driver Training course instruction and curriculum development.

Truck Driver Training Instructor

Type: Faculty

FTE/Term: 1.0 FTE/12 months

Annual Salary: \$27,200 - \$33,800

Effective Date: March 1, 1999

Department/Funding: Workforce Training, Fiscal, Local Funds

Duties/Responsibilities: To provide Truck Driver Training course instruction and curriculum development.

Truck Driver Training Instructor

Type: Faculty

FTE/Term: 1.0 FTE/12 months

Annual Salary: \$27,200 - \$33,800

Effective Date: March 1, 1999

Department/Funding: Workforce Training, Fiscal, Local Funds

Duties/Responsibilities: To provide Truck Driver Training course instruction and curriculum development.

Office Specialist II

Type: Classified

FTE/Term: 1.0 FTE/12 months

Annual Salary: \$18,158

Effective Date: March 1, 1999

Department/Funding: Workforce Training, Fiscal, Local Funds

Duties/Responsibilities: To provide clerical support for Truck Driver Training course including student records, maintenance of federal policy and regulations manual.

PERSONNEL/STUDENT AFFAIRS COMMITTEE
ROUTINE AGENDA

2.1 Appointment

2.12 Academic/Instructional

Ned B. Klopfenstein, Affiliate Assistant Professor of Plant Pathology

FTE/Term: 1.0/9 months

Proposed Annual Salary: None

Effective Date: February 24, 1999

Department/Funding: College of Forestry, Wildlife and Range Sciences

Rationale: New affiliate faculty member.

Melinda Moeur, Affiliate Assistant Professor of Forest Resources

FTE/Term: 1.0/9 months

Proposed Annual Salary: None

Effective Date: February 24, 1999

Department/Funding: College of Forestry, Wildlife and Range Sciences

Rationale: New affiliate faculty member.

2.13 Other

Joan E. Clossin, Director, Prospect Research and Donor Relations

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$45,011.20

Effective Date: February 24, 1999

Department/Funding: University Development/FY/Gen. Ed. Appr. Funds

Rationale: New employee.

2.3 Reallocation of Position or Changes in Salary, Rank, Duties or Status

2.32 Academic/Instructional

Erik Anderson, From Assistant Extension Professor of Ag Information to Associate Extension Professor of Ag Information

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$53,394.60

Current Annual Salary: \$48,505.60

Amount and Percent: +\$4,889.00 (+10.08%)

Effective Date: July 1, 1999

Department/Funding: Ag and Ext Ed/FY/ Ag Rsrch and Ext Appr. Funds

Rationale: Promotion to tenured associate professor.

Edward Bechinski, From Assoc Extension Prof of Entomology to Extension Prof of Entomology

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$58,846.80
Current Annual Salary: \$52,124.80
Amount and Percent: +\$6,722.00 (+12.9%)
Effective Date: July 1, 1999
Department/Funding: Plant, Soil and Entomological Sciences/FY/ Ag Rsrch Appr Funds
Rationale: Promotion to professor.

Philip Berger, From Associate Professor of Plant Pathology to Professor of Plant Pathology

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$59,845.20
Current Annual Salary: \$53,123.20
Amount and Percent: +\$6,722.00 (+12.65%)
Effective Date: July 1, 1999
Department/Funding: Plant, Soil and Entom Sci/FY/ Gen. Ed and Ag Rsrch Appr Funds
Rationale: Promotion to professor

Lisa J. Carlson, From Asst Professor of Political Science to Asso Professor of Political Science

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$42,500.80 Current Annual Salary: \$38,500.80
Amount and Percent: +\$4,000.00 (+10.39%)
Effective Date: July 1, 1999
Department/Funding: Political Science/AY/ Gen Ed Appropriated Funds
Rationale: Promotion to tenured associate professor.

Steve Chandler, From Assistant Professor of English to Associate Professor of English

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$41,252.80
Current Annual Salary: \$37,252.80
Amount and Percent: +\$4,000.00 (+10.74%)
Effective Date: July 1, 1999
Department/Funding: English/AY/ General Education Appr Funds
Rationale: Promotion to associate professor.

James A. Church, From Associate Extension Profession to Extension Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$49,382.80
Current Annual Salary: \$42,660.80
Amount and Percent: +\$6,722.00 (+15.76%)
Effective Date: July 1, 1999
Department/Funding: Coop. Ext System/FY/Ag Extension Appr Funds
Rationale: Promotion to professor.

Jill Dacey, From Associate Professor of Art to Professor of Art

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$61,218.00
Current Annual Salary: \$54,496.00
Amount and Percent: +\$6,722.00 (+12.33%)
Effective Date: July 1, 1999
Department/Funding: Art/FY/General Education Appropriated Funds
Rationale: Promotion to professor.

John Davis, From Asst Professor of Teacher Education to Assoc Professor of Teacher Education

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$44,830.40
Current Annual Salary: \$40,830.40
Amount and Percent: +\$4,000.00 (+9.80%)
Effective Date: July 1, 1999
Department/Funding: Teacher Education/AY/General Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Martha J. Einerson, From Asst Prof of Communication to Assoc Professor of Communication

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$39,380.80
Current Annual Salary: \$35,380.80
Amount and Percent: +\$4,000.00 (+11.31%)
Effective Date: July 1, 1999
Department/Funding: Communication/AY/General Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Roger Ely, From Asst Professor of Civil Engineering to Asso Professor of Civil Engineering

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$58,163.20
Current Annual Salary: \$54,163.20
Amount and Percent: +\$4,000.00 (+7.39%)
Effective Date: July 1, 1999
Department/Funding: Civil Engineering/AY/Gen Ed Appr Funds
Rationale: Promotion to associate professor.

Jerry Exon, From Assoc Prof of Food Sci and Toxicology to Prof of Food Sci and Toxicology

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$83,640.40
Current Annual Salary: \$76,918.40
Amount and Percent: +\$6,722.00 (+8.74%)
Effective Date: July 1, 1999
Department/Funding: Food Science and Toxicology/FY/General Ed and Ag Research and Extension Appropriated Funds
Rationale: Promotion to professor.

Jerome Fischer, From Asst Prof of Rehabilitation Counseling to Assoc Prof of Rehab

Counseling FTE/Term: 1.0/9 months
Proposed Annual Salary: \$44,726.40
Current Annual Salary: \$40,726.40
Amount and Percent: +\$4,000.00 (+9.82%)
Effective Date: July 1, 1999
Department/Funding: Adult, Counselor and Technology Ed/AY/ Gen Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Deborah Frincke, From Asst Professor of Computer Science to Assoc Prof of Computer Science

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$56,956.60
Current Annual Salary: \$52,956.80
Amount and Percent: +\$4,000.00 (+7.55%)
Effective Date: July 1, 1999
Department/Funding: Computer Science/AY/Gen Ed Appropriated Funds
Rationale: Promotion to tenured associate professor.

Richard Garrard, From Associate Extension Professor to Extension Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$59,741.20
Current Annual Salary: \$53,019.20
Amount and Percent: +\$6,722.00 (+12.68%)
Effective Date: July 1, 1999
Department/Funding: Coop. Ext System/FY/Ag Extension Appr Funds
Rationale: Promotion to professor.

Kathryn George, From Associate Professor of Philosophy to Professor of Philosophy

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$62,486.80
Current Annual Salary: \$55,764.80
Amount and Percent: +\$6,722.00 (+12.05%)
Effective Date: July 1, 1999
Department/Funding: Philosophy/FY/General Education Appr Funds
Rationale: Promotion to professor.

Debra Goldfine, From Licensed Psychologist, Student Counseling Center with rank of Assistant Professor to Licensed Psychologist, Student Counseling Center with rank of Associate Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$44,159.40
Current Annual Salary: \$39,270.40
Amount and Percent: +\$4,889.00 (+12.45%)
Effective Date: July 1, 1999
Department/Funding: Counseling-Education/FY/General Education Appropriated Funds and Non-appropriated Funds
Rationale: Promotion to rank of associate professor.

Saad Hafez, From Associate Professor of Nematology to Professor of Nematology

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$64,296.40
Current Annual Salary: \$57,574.40
Amount and Percent: +\$6,722.00 (+11.68%)
Effective Date: July 1, 1999
Department/Funding: Plant, Soil and Entomological Sciences/FY/ Agricultural Research and Extension Appr Funds
Rationale: Promotion to professor.

Donna M. Hanson, From Science Librarian with rank of Associate Professor to Science Librarian with rank of Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$51,733.20
Current Annual Salary: \$45,011.20
Amount and Percent: +\$6,722.00 (+14.93 %)
Effective Date: July 1, 1999
Department/Funding: General Library/FY/General Ed Appropriated Funds
Rationale: Promotion to professor.

Patricia Hartzell, From Asst Professor of Microbiology to Assoc Prof of Microbiology

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$51,964.80
Current Annual Salary: \$47,964.80
Amount and Percent: +\$4,000.00 (+8.34%)
Effective Date: July 1, 1999
Department/Funding: Microbiology, Molecular Biology and Biochemistry/AY/General Education and Agricultural Research Appropriated Funds
Rationale: Promotion to tenured associate professor.

Herbert Hess, From Asst Professor of Electrical Engineering to Assoc Prof of Elect Engineering

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$60,076.80
Current Annual Salary: \$56,076.80
Amount and Percent: +\$4,000.00 (+7.13%)
Effective Date: July 1, 1999
Department/Funding: Electrical Engineering/AY/General Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Yank-Ki Hong, Associate Professor of Metallurgical Engineering

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$46,467.20
Current Annual Salary: \$46,467.20
Amount and Percent: +\$0 (+0%)
Effective Date: July 1, 1999
Department/Funding: Metallurgical and Mining Engineering/AY/ Gen Ed Appr Funding
Rationale: Tenured; no change in salary.

Sharon Hutchison, Senior Instructor in Chemistry

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$35,588.80
Current Annual Salary: \$35,588.80
Amount and Percent: +\$ 0 (+0%)
Effective Date: July 1, 1999
Department/Funding: Chemistry/AY/ General Ed Appropriated Funding
Rationale: Tenured; no change in salary.

Glen Kastrinos, From Instructor in Therapeutic Recreation to Senior Instructor in Therapeutic Recreation

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$ 35,509.60
Current Annual Salary: \$ 33,009.60
Amount and Percent: +\$2,500.00 (+7.57%)
Department/Funding: Therapeutic Recreation/AY/Gen Ed Appr Funding
Rationale: Promotion to tenured senior instructor.

Gordon Keetch, From Associate Extension Professor to Extension Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$46,866.00
Current Annual Salary: \$40,144.00
Amount and Percent: +\$6,722.00 (+16.74%)
Department/Funding: Coop Extension System/FY/Agricultural Extension Appr Funds
Rationale: Promotion to professor.

James L. Kingery, From Asst Professor of Range Resources to Assoc Profr of Range Resources

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$46,099.20
Current Annual Salary: \$42,099.20
Amount and Percent: +\$4,000.00 (+9.50%)
Department/Funding: Range Resources/AY/General Ed Appr Funds
Rationale: Promotion to associate professor.

Michael Kinziger, From Assistant Professor of Recreation to Associate Professor of Recreation

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$40,004.80
Current Annual Salary: \$36,004.80
Amount and Percent: +\$4,000.00 (+11.11%)
Department/Funding: Health, Phy Ed, Recreation and Dance/AY/ Gen Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Robert Kirchmeier, From Assoc Research Professor of Chemistry to Research Prof of Chemistry

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$57,645.60
Current Annual Salary: \$52,145.60
Amount and Percent: +\$5,500.00 (+10.55%)
Department/Funding: Chemistry/AY/General Education Appr Funds
Rationale: Promotion to professor.

Ellen Kittell, From Assistant Professor of History to Associate Professor of History

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$42,313.60
Current Annual Salary: \$38,313.60
Amount and Percent: +\$4,000.00 (+10.44%)
Department/Funding: History/AY/General Education Appropriated Funds
Rationale: Promotion to tenured associate professor.

Guy Knudsen, From Associate Professor of Plant Pathology to Professor of Plant Pathology

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$58,098.00
Current Annual Salary: \$51,376.00
Amount and Percent: +\$6,722.00 (+13.08%)
Department/Funding: Plant, Soil and Entomological Services/FY General Education and Agricultural Research Appr Funds
Rationale: Promotion to professor.

Stephen Lee, From Assistant Professor of Statistics to Associate Professor of Statistics

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$48,366.40
Current Annual Salary: \$44,366.40
Amount and Percent: +\$4,000.00 (+9.02%)
Department/Funding: Statistics/AY/ General Education Appr Funds
Rationale: Promotion to tenured associate professor.

David Lee-Painter, From Asst Professor of Theatre Arts to Associate Professor of Theatre Arts

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$44,913.60
Current Annual Salary: \$40,913.60
Amount and Percent: +\$4,000.00 (+9.78%)
Department/Funding: Theatre Arts/AY/General Education Appr Funds
Rationale: Promotion to tenured associate professor.

Stephen Love, From Associate Professor of Plant Breeding to Professor of Plant Breeding

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$59,595.60
Current Annual Salary: \$52,873.60
Amount and Percent: +\$6,722.00 (+12.71%)
Department/Funding: Plant, Soil and Entomological Sciences/FY/ Agl Rsrch Appr Funds
Rationale: Promotion to professor.

Steven E. Meier, From Assistant Professor of Psychology to Associate Professor of Psychology

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$45,766.40
Current Annual Salary: \$41,766.40
Amount and Percent: +\$4,000.00 (+9.58%)
Department/Funding: Psychology/AY/ General Education Appr Funds
Rationale: Promotion to tenured associate professor.

Penelope Morgan, From Associate Professor of Fire Ecology and Forest Ecology to Professor of Fire Ecology and Forest Ecology

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$56,938.40
Current Annual Salary: \$51,438.40
Amount and Percent: +\$5,500.00 (+10.69%)
Department/Funding: Forest Resources/AY/Gen Ed Appropriated Funds
Rationale: Promotion to professor.

Ken Newman, From Assistant Professor of Statistics to Associate Professor of Statistics

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$48,179.20
Current Annual Salary: \$44,179.20
Amount and Percent: +\$4,000.00 (+9.05%)
Department/Funding: Statistics/AY/General Education Appr Funds
Rationale: Promotion to tenured associate professor.

Kenneth V. Noren, From Asst Professor of Electrical Eng to Assoc Prof of Elect Engineering

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$59,099.20
Current Annual Salary: \$55,099.20
Amount and Percent: +\$4,000.00 (+7.26%)
Department/Funding: Electrical Engineering/AY/Gen Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Michael Odell, From Asst Professor of Science Education to Assoc Prof of Science Education

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$44,435.20
Current Annual Salary: \$40,435.20
Amount and Percent: +\$4,000.00 (+9.89%)
Department/Funding: Teacher Education/AY/General Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Jonathan Reich, From Assistant Professor of Architecture to Associate Professor of Architecture

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$43,707.20
Current Annual Salary: \$39,707.20
Amount and Percent: +\$4,000.00 (+10.07%)
Department/Funding: Architecture/AY/General Education Appr Funds
Rationale: Promotion to tenured associate professor.

Mario Reyes, From Associate Professor of Business to Professor of Business

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$79,090.40
Current Annual Salary: \$73,590.40
Amount and Percent: +\$5,500.00 (+7.47%)
Department/Funding: Business/AY/General Education Appr Funds
Rationale: Promotion to professor.

Frank Rosenzweig, From Assistant Professor of Biology to Associate Professor of Biology

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$50,758.40
Current Annual Salary: \$46,758.40
Amount and Percent: +\$4,000.00 (+8.55%)
Department/Funding: Biological Sciences/AY/General Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Katherine Roy, From Assistant Extension Professor to Associate Extension Professor

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$42,183.40
Current Annual Salary: \$37,294.80
Amount and Percent: +\$4,889.00 (+13.11%)
Department/Funding: Coop Extension System/FY/Agricultural Extension Appr Funds
Rationale: Promotion to tenured associate extension professor.

Robert Lee Sappington, From Asst Professor of Anthropology to Assoc Prof of Anthropology

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$41,710.40
Current Annual Salary: \$37,710.40
Amount and Percent: +\$4,000.00 (+10.61%)
Department/Funding: Sociology and Anthropology/AY/ General Education Appr Funds
Rationale: Promotion to tenured associate professor.

Ronald E. Smelser, Associate Professor of Mechanical Engineering

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$56,347.20
Current Annual Salary: \$56,347.20
Amount and Percent: +\$0 (+0%)
Department/Funding: Mech Eng/AY/General Education Appr Funds
Rationale: Tenured; no change in salary.

Richard Spence, From Associate Professor of History to Professor of History

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$62,965.20
Current Annual Salary: \$56,243.20
Amount and Percent: +\$6,722.00 (+11.95%)
Department/Funding: History/FY/General Education Appropriated Funds
Rationale: Promotion to professor.

Larry A. Stauffer, From Assoc Professor of Mechanical Eng to Prof of Mechanical Engineering

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$86,011.60
Current Annual Salary: \$79,289.60
Amount and Percent: +\$6,722.00 (+8.48%)
Department/Funding: Mech Eng/FY/General Education Appr Funds
Rationale: Promotion to professor.

Michael Tomlin, From Associate Professor of Adult Education and Educational Administration to Professor of Adult Education and Educational Administration

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$56,709.60
Current Annual Salary: \$51,209.60
Amount and Percent: +\$5,500.00 (+10.74%)
Department/Funding: Adult Ed and Ed Administration/AY/ General Ed Appr Funds
Rationale: Promotion to professor.

Thomas Trotter, From Assoc Prof of Counseling and School Psy to Prof of Counseling and School Psy

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$53,568.80
Current Annual Salary: \$48,068.80
Amount and Percent: +\$5,500.00 (+11.44%)
Department/Funding: Adult Ed and Ed Admin/AY/ General Ed Appropriated Funds
Rationale: Promotion to professor.

Richard B. Wells, From Asst Professor of Electrical Engineering to Assoc Prof of Elect Eng

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$60,430.40
Current Annual Salary: \$56,430.40
Amount and Percent: +\$4,000.00 (+7.09%)
Department/Funding: Electrical Engineering/AY/Gen Ed Appr Funds
Rationale: Promotion to tenured associate professor.

Holly A. Wichman, From Associate Professor of Zoology to Professor of Zoology

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$67,525.60
Current Annual Salary: \$62,025.60
Amount and Percent: +\$5,500.00 (+8.87%)
Department/Funding: Biological Sciences/AY/Gen Ed Appr Funds
Rationale: Promotion to professor.

Philip A. Youderian, From Associate Professor of Molecular Biology and Biochemistry to Professor of Molecular Biology and Biochemistry

FTE/Term: 1.0/9 months
Proposed Annual Salary: \$53,797.60
Current Annual Salary: \$48,297.60
Amount and Percent: +\$5,500.00 (+11.39%)
Department/Funding: Microbio, Molecular Biol and Biochem/AY/Genl Ed Appr Funds
Rationale: Promotion to professor.

2.33 Other

From Vacant Position Groups to Special Assistant to the President

FTE/Term: 1.0/12 months
Proposed Annual Salary: \$80,000.00
Current Annual Salary: \$81,574.00
Amount and Percent: - \$1,574.00 (- 1.92%)
Effective Date: July 1, 1999
Department/Funding: President's Office/FY/Gen Ed Appropriated Funds
Modification of Duties: Combine three positions into one non-faculty exempt position as part of office restructure.

2.6 Request for New Position

2.62 Academic/Instructional

Lecturer

Type: Faculty

FTE/Term: .75/9 months

Annual Salary: \$19,203.60

Effective Date: July 1, 1999

Department/Funding: English/AY/ General Education Appr Funds

Duties/Responsibilities: Lecture in the English Department.

2.63 Other

Assistant Director for Programs

Type: Non-Faculty Exempt

FTE/Term: 1.0/12 months

Annual Salary: \$30,264.00

Effective Date: July 1, 1999

Department/Funding: New Student Services/FY/Gen Ed Appr Funds

Duties/Responsibilities: Planning, coordinating and executing programs and events, on and off campus, which support and promote the university's recruitment goals.

Assistant Director for New Student Services

Type: Non-Faculty Exempt
FTE/Term: 1.0/12 months
Annual Salary: \$30,264.00
Effective Date: July 1, 1999
Department/Funding: New Student Services/FY/General Education Appropriated Funds
Duties/Responsibilities: Coordinate UI recruitment, advising and registration activities for prospective undergraduate students at the Coeur d'Alene Center for Higher Education.

Director of Development

Type: Non-Faculty Exempt
FTE/Term: 1.0/12 months
Annual Salary: \$52,000.00
Effective Date: July 1, 1999
Department/Funding: College of Education/FY/Non-Appropriated Funds
Duties/Responsibilities: Provide leadership and management of the fundraising activities of the college.

Network Analyst

Type: Classified
FTE/Term: 1.0/12 months
Annual Salary: \$38,750.40
Effective Date: February 22, 1999
Department/Funding: Information Technology Service/FY/General Ed Appr Funds
Duties/Responsibilities: Provide planning, technical and cost justifications, design, and implementation of major LAN/WAN systems crossing department lines for UI campus and statewide network

3. **BOARD ACTION:** Non-Routine Institution/Agency Items

It was moved by _____, **and carried** to approve the
Personnel/Student Affairs Committee Non-Routine agenda items.

Boise State University 69

**PERSONNEL/STUDENT AFFAIRS COMMITTEE
NON-ROUTINE AGENDA**

2.3 Reallocation of Position or Changes in Salary, Rank, Title, Duties or Status

2.31 Administrative

Christine Hurst – Interim Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$85,000

Current Annual Salary: \$67,766

Amount & Percent: +\$17,234/25.4%

Effective Date: February 24, 1999

Department/Funds: Office of Information Technology/Fiscal, Appropriated Funds

Justification: With the untimely death of James Haskett, Ms. Hurst will assume the director's duties until a new director is hired.

4. Scholarship Awards

a. State of Idaho Scholarship Program

The State of Idaho Scholarship awards outstanding high school students who will attend Idaho institutions of higher learning \$2750 a year, renewable for four years. Funds are available to award twenty-two (22) new scholarships for the 1999-00 school year, sixteen (16) academic and six (6) vocational. Applicants are ranked based on academic and vocational high school records, the difficulty of courses being taken in high school and their ACT scores. It is recommended that the top sixteen (16) academic and the top six (6) vocational students be awarded the State of Idaho Scholarship and, if approved recipients of the award decline the scholarship for whatever reason, to authorize the awarding of the scholarships to alternates.

It was moved by _____ and carried approve/disapprove/table the awarding of the State of Idaho Scholarships for 1999-2000 to the students as recommended.

b. Tschudy Family Scholarship

The UI Trust and Investment Office which administers the will of Arlene Swindler has authorized two and a half (2.5) new Tschudy Family scholarships for the 1999-2000 school year to be awarded to students who are graduating, or have graduated during the past seven years, from Emmett High School. Selection of the recipients for this scholarship is based on a review by a selection committee in Emmett and the applicants' financial need as indicated by their Free Application for Student Financial Aid (FAFSA). Results from the institutions regarding financial need are not yet available. Applications are ranked based on a combination of financial need and the rating of the Emmett committee. It is recommended that the top two (2) students from that ranking be awarded the Tschudy Family Scholarship beginning the fall of 1999 and the third-ranked student be awarded the Tschudy Family Scholarship beginning the spring of 2000.

It was moved by _____ and carried to approve/disapprove/table the awarding of the Tschudy Family Scholarship for 1999-2000 to the students as recommended.

5. FORUM

Presidents:

Dr. Richard Bowen, ISU
Dr. Michael Burke, NIC
Dr. James Hottois, LCSC
Dr. Robert Hoover, UI
Dr. Miles LaRowe, EITC
Mr. Jerry Meyerhoeffer, CSI
Dr. Charles Ruch, BSU

Agency Heads:

Mr. Ron Darcy, ISDB
Mr. Peter Morrill, IPTV
Dr. Mike Rush, SDVE
Mr. Pat Young, IDVR

1. Dr. Mike Rush, SDVE
 - a. J.A. & Kathryn Albertson Foundation grant for Network Specialist Training
 - b. Name change for the State Board of Vocational Education and the State Division of Vocational Education.

Faculty Presidents:

Dr. Joseph Feeley, UI
Mr. Bill Heins, LCSC
Ms. Pam Ingram, EITC
Mr. Jim Irons, CSI
Dr. Kathleen Kangas, ISU
Ms. Joyce Lider, NIC
Dr. Linda Petlichkoff, BSU

Student Body Presidents:

Ms. Heidi Barber, EITC
Mr. Jared Cox, CSI
Ms. Christine Starr, BSU
Mr. Dennis Rice, LCSC
Mr. Mahmood U. Sheikh, UI
Mr. Ben Toews, NIC
Mr. Michael Willits, ISU

1. Dennis Rice, ASLCSC - SBOE Student Leadership Orientation
2. Mahmood Sheikh, ASUI, Student Fees